

# Comparisons of Job Characteristics

**Focus Occupation:** [Clinical, Counseling, and School Psychologists \(19-3031\)](#)

**Associated Occupation:** [Medical and Health Services Managers \(11-9111\)](#)

[Compare Knowledge](#)

[Compare Skills](#)

[Compare Abilities](#)

[Compare Detailed Work Activities](#)

[Compare Tools and Technologies](#)

<<	Focus occupation element is much lower
<	Focus occupation element is lower
0	Focus occupation element is at a similar level
>	Focus occupation element is at a higher level
>>	Focus occupation element is at a much higher level

## Knowledge

Similarity of Focus Occupation to Associated Occupation: 70

**Focus Occupation:** Clinical, Counseling, and School Psychologists (19-3031)

**Associated Occupation:** Medical and Health Services Managers (11-9111)

Associated Occupation's Key Knowledge Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation
Customer and Personal Service	11.3	17.7	13.6	<< Extensive education and/or training may be required
English Language	11.2	17.0	17.8	0 Current knowledge level may be sufficient
Administration and Management	8.4	15.1	8.0	<< Extensive education and/or training may be required
Education and Training	9.2	15.1	14.8	0 Current knowledge level may be sufficient
Psychology	6.4	14.5	21.4	>> Current knowledge level is likely more than sufficient
Medicine and Dentistry	3.7	13.8	5.9	<< Extensive education and/or training may be required
Personnel and Human Resources	5.6	11.6	5.6	<< Extensive education and/or training may be required
Sociology and Anthropology	4.1	10.9	13.4	> Current knowledge level is likely sufficient
Therapy and Counseling	3.8	10.2	24.0	>> Current knowledge level is likely more than sufficient
Economics and Accounting	4.4	9.2	3.4	<< Extensive education and/or training may be required
Biology	3.7	8.7	3.8	<< Extensive education and/or training may be required
Philosophy and Theology	3.2	7.2	9.0	> Current knowledge level is likely sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Skills

Similarity of Focus Occupation to Associated Occupation: 89

**Focus Occupation:** Clinical, Counseling, and School Psychologists (19-3031)

**Associated Occupation:** Medical and Health Services Managers (11-9111)

Associated Occupation's Key Skills Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Judgment and Decision Making	9.4	12.8	13.0	0	Current skill level may be sufficient
Social Perceptiveness	9.1	12.8	18.4	>>	Skill level is likely more than sufficient
Monitoring	9.9	12.7	12.4	0	Current skill level may be sufficient
Coordination	9.1	12.5	10.4	<	A higher skill level may be required
Time Management	8.9	12.4	10.3	<	A higher skill level may be required
Operations Analysis	5.0	12.2	6.1	<<	Extensive development of skills in this area may be required
Service Orientation	7.9	12.1	12.0	0	Current skill level may be sufficient
Instructing	7.8	11.6	10.2	<	A higher skill level may be required
Management of Personnel Resources	6.9	11.2	7.9	<<	Extensive development of skills in this area may be required
Science	4.5	11.2	8.4	<<	Extensive development of skills in this area may be required
Negotiation	6.8	10.7	11.4	0	Current skill level may be sufficient
Persuasion	7.4	10.6	11.5	0	Current skill level may be sufficient
Systems Evaluation	6.4	10.5	8.6	<	A higher skill level may be required
Management of Material Resources	3.7	6.5	1.8	<<	Extensive development of skills in this area may be required
Management of Financial Resources	3.3	5.5	1.7	<<	Extensive development of skills in this area may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Abilities

Similarity of Focus Occupation to Associated Occupation: 98

**Focus Occupation: Clinical, Counseling, and School Psychologists (19-3031)**  
**Associated Occupation: Medical and Health Services Managers (11-9111)**

Associated Occupation's Key Abilities Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Oral Comprehension	12.5	15.0	17.0	>	Current ability level is likely sufficient
Written Comprehension	11.0	15.0	15.7	0	Current ability level may be sufficient
Problem Sensitivity	11.1	14.7	16.3	>	Current ability level is likely sufficient
Written Expression	9.8	14.1	15.0	0	Current ability level may be sufficient
Deductive Reasoning	10.6	13.0	14.8	>	Current ability level is likely sufficient
Category Flexibility	9.0	11.0	10.6	0	Current ability level may be sufficient
Fluency of Ideas	7.6	10.2	10.6	0	Current ability level may be sufficient
Mathematical Reasoning	6.3	9.3	5.7	<<	Extensive improvement in abilities may be required
Time Sharing	6.6	8.2	6.8	<	Some improvement in abilities may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Activities that Both Occupations Have in Common

Similarity of Focus  
Occupation to Associated  
Occupation: 69

**Focus Occupation: Clinical, Counseling, and School Psychologists (19-3031)**  
**Associated Occupation: Medical and Health Services Managers (11-9111)**

Work Activities	Exclusivity of Activity
Convert information into instructional program	38
Develop instructional materials	38
Develop plans for programs or projects	31
Develop policies, procedures, methods, or standards	21
Direct and coordinate activities of workers or staff	3
Direct and coordinate treatment program activities	87
Evaluate performance of employees or contract personnel	54
Make presentations	13
Use computers to enter, access or retrieve data	3
Use public speaking techniques	13

Not all positions in these occupations will necessarily perform all of the listed activities. The exclusivity rating is an indication of how unique the activity is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations engage in that activity.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Tools and Technologies that Both Occupations Have in Common

Similarity of Focus  
Occupation to Associated  
Occupation: 79

**Focus Occupation: Clinical, Counseling, and School Psychologists (19-3031)**  
**Associated Occupation: Medical and Health Services Managers (11-9111)**

Tools and Technologies	Exclusivity
Business function specific software	1
Computer data input devices	2
Computers	1
Content authoring and editing software	1
Data management and query software	1
Diagnostic assessment and exam products for general use	21
Finance accounting and enterprise resource planning ERP software	2
Industry specific software	1
Information exchange software	1
Network applications software	1

Not all positions in these occupations will necessarily use all of the listed tools and technologies. The exclusivity rating is an indication of how unique the tool or technology is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations use that tool or technology.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.